

Hours and Wage Breakdown

The following data show a breakdown of waterfront hours and wages, in order to better illustrate the manner in which ILWU workers are paid. The tables below show the impact of skill bonuses, shift differentials and overtime pay, which together account for more than 90 percent of all hours being paid at greater than the \$40.93 basic rate. Further, pay guarantees ensure that many workers are paid for significantly more than 2,000 hours per year, regardless of whether those hours are all worked.

HOURS AND WAGES BY SHIFT

	HOURS [†]		WAGES	
	Straight Time	Overtime	TOTAL	Average Hourly Rate [‡]
1st Shift	13,160,606	6,651,534	\$1,038,819,997	\$52.43
2nd Shift	8,141,716	4,033,195	744,410,328	\$61.14
3rd Shift	400,886	208,565	46,161,596	\$75.74
TOTAL	21,703,208	10,893,294	\$1,829,391,921	\$56.12

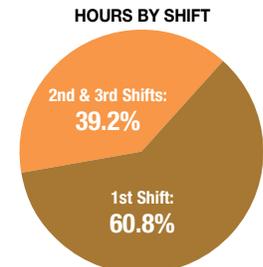
HOURS AND WAGES BY CATEGORY

	HOURS [†]		WAGES	
	Straight Time	Overtime	TOTAL	Average Hourly Rate [‡]
Longshore				
Basic Wage	4,187,536	1,527,444	\$ 277,736,336	\$48.60
Skill Wage I	4,464,603	1,731,277	323,181,729	\$52.16
Skill Wage II	641,233	273,121	50,827,512	\$55.59
Skill Wage III	3,770,479	1,947,132	328,831,330	\$57.51
Mechanics*	2,694,941	1,381,907	247,236,753	\$60.64
Other	1,269,541	895,901	117,442,680	\$54.23
Total- Longshore	17,028,333	7,756,782	\$1,345,256,340	\$54.28
Clerk				
Basic Clerk	170,793	67,885	\$ 11,927,324	\$49.97
Clerk Supervisor	154,216	78,121	12,441,458	\$53.55
Kitchen/Tower/Computer	2,336,688	1,388,478	211,979,485	\$56.90
Chief Supervisor & Supercargo	800,746	693,153	90,681,151	\$60.70
Other	22,963	31,968	3,263,122	\$59.40
TOTAL- Clerk	3,485,406	2,259,605	\$330,292,540	\$57.49
Foreman				
Foremen 30%	1,174,401	861,166	\$ 151,626,107	\$74.49
Other	15,068	15,741	2,216,934	\$71.96
TOTAL- Foreman	1,189,469	876,907	\$153,843,041	\$74.45
TOTAL- ALL CATEGORIES	21,703,208	10,893,294	\$1,829,391,921	\$56.12

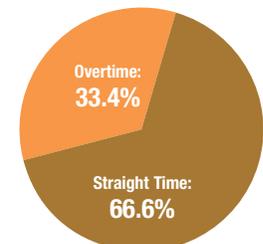
*Mechanics occupation codes are paid at a rate 20% or 30% above the Longshore Basic Rate.
[†]Hours paid exclude industry travel pay. [‡]The longshore basic rate is \$40.93 per hour.

TYPES OF HOURS PAID

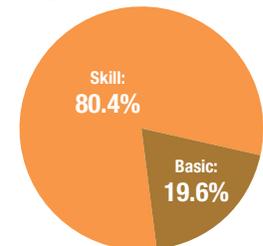
As shown in the pie charts, the vast majority of hours are paid at premium rates (overtime, shift differentials and/or skill rates). In fact, fewer than 10 percent of all hours are paid at the basic rate of \$40.93.



STRAIGHT TIME VS. OVERTIME HOURS



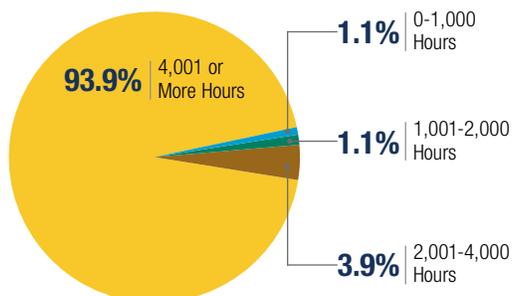
BASIC VS. SKILL HOURS



HOURS PAID BY EXPERIENCE LEVEL

Workers may quickly ascend to the highest experience level; after working a lifetime total of 4,000 hours, workers are then eligible for the highest experience rates on the wage table.

LIFETIME HOURS PAID	TOTAL 2017 HOURS	HOURLY [#] RATE RANGE
0-1,000 Hours	357,058	\$29.49 - \$63.52
1,001-2,000 Hours	360,647	\$30.49 - \$65.32
2,001-4,000 Hours	1,286,782	\$32.49 - \$68.92
4,001 or More Hours	30,592,015	\$40.93 - \$84.11
TOTAL	32,596,502	



[#] Excluding mechanics, foremen and cargo penalties, all of which would increase these totals.

How does \$40.93 an hour add up to more than \$175,000 a year?

Unlike most workers, the wages earned by ILWU members are not solely determined by the basic longshore rate of \$40.93 per hour. In fact, more than 90 percent of all hours paid to registered workers in 2017 were subject to differentials or multipliers that enhance earnings significantly.

For example, 80 percent of all work includes skill bonuses ranging from \$2.40 to \$5.80 per hour. Evening and nighttime work – which totals 39 percent of all hours paid – is paid at rates of \$55 to \$75 per hour, not including overtime. Overtime work, including weekends and holidays, is paid at rates of \$61 to \$84 per hour and accounts for 33 percent of all hours paid. As a result, as shown in the chart above, the effective average rate for all hours paid is more than \$56 per hour.

Many ILWU workers are also paid well more than the 2,000 hours per year that is standard for full-time work. Clerks, steady foremen and steady crane drivers all receive minimum weekly pay guarantees of 50 hours or more. Roughly 41 percent of the workforce was paid 2,400 or more hours in 2017. ILWU workers also receive an average of more than \$6,000 a year in vacation pay, as well as 13 paid holidays.

A review of annual earnings, found on page 61, shows that full-time registered workers (those paid 2,000 hours or more) earn, on average, more than \$175,000 per year. For longshore registrants, the average is \$163,481. For clerks, it is \$186,461. And for foremen, it is \$264,509.